



WASHOE COUNTY

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CM/ACM _____
Finance _____
DA _____
Risk Mgt. _____
HR _____
Other _____

STAFF REPORT BOARD MEETING DATE: August 9, 2016

DATE: July 1, 2016
TO: Board of County Commissioners
FROM: Joe Ingraham, Chief Alternative Sentencing Officer, Alt. Sentencing (775) 327-8389, jingraham@washoecounty.us
THROUGH: Kevin Schiller, Assistant County Manager, County Manager (775) 328-2008, kschiller@washoecounty.us
SUBJECT: Recommendation to approve additional pays for non-represented confidential employees in the classification of Assistant Alternative Sentencing Officer (class code 15926) and Assistant Alternative Sentencing Officer Supervisor (class code 17550) at the Alternative Sentencing Department to include standby pay and callback pay and to allow for the Chief Alternative Sentencing Officer or designee to schedule and assign said additional pays to the full-time staff in this classification, as needed. FY 16/17 fiscal impact is estimated at \$24,000. (All Commission Districts).

SUMMARY

Recommendation to approve additional pays for non-represented confidential employees in the classification of Assistant Alternative Sentencing Officer (class code 15926) and Assistant Alternative Sentencing Officer Supervisor (class code 17550) at the Alternative Sentencing Department to include standby pay and callback pay and to allow for the Chief Alternative Sentencing Officer or designee to schedule and assign said additional pays to the full-time staff in this classification, as needed.

Strategic Objective supported by this item: Valued, engaged employee workforce.
Brief description of the question or issue you are bringing before the Board.

PREVIOUS ACTION

The Board of County Commissioners has approved these types of additional pays for sworn peace officers in conjunction with previously negotiated agreements.

On September 22, 2015, the Board approved additional pays for Assistant Alternative Sentencing Officers, Assistant Alternative Sentencing Officer Supervisor and Chief Alternative Sentencing Officer effective July 1, 2015 to include a \$250/quarter uniform allowance, \$125/quarter safety equipment allowance, one-time only \$525 towards the

AGENDA ITEM # 5C

purchase of a weapon, and a five percent (5%) Field Training Officer differential while assigned duties specifically related to a Field Training and Evaluation Program.

BACKGROUND

In 2006, the Alternative Sentencing Department transitioned from civilian officers to Category II Peace Officers with the authority to carry weapons and make arrests (NRS 289.470 pursuant to NRS 211A).

Currently, there are only three (3) full-time Assistant Alternative Sentencing Officers, one (1) Assistant Alternative Sentencing Officer Supervisor and eight (8) intermittent hourly Assistant Alternative Sentencing Officers within the Alternative Sentencing Department.

Enforcement assignments include random home visits and making arrests for probation violations with accompanying risks similar to those of Category I Peace Officers. This recommendation for standby pay and callback pay recognizes the workload issues of the department, the associated risks mandated by the nature of the work performed, and the additional pays provided to Category I Peace Officers.

FISCAL IMPACT

The annual fiscal impact associated with these recommendations is estimated at \$24,000 for FY 16/17.

Through the FY 16/17 Budget process, the Alternative Sentencing Department has received \$24,000 for the purpose of standby pay and callback pay.

RECOMMENDATION

Recommendation to approve additional pays for non-represented confidential employees in the classification of Assistant Alternative Sentencing Officer (class code 15926) and Assistant Alternative Sentencing Officer Supervisor (class code 17550) at the Alternative Sentencing Department to include standby pay and callback pay and to allow for the Chief Alternative Sentencing Officer or designee to schedule and assign said additional pays to the full-time staff in this classification, as needed.

POSSIBLE MOTION

Should the Board agree with staff's recommendation, a possible motion would be:

"Move to approve recommendation to approve additional pays for non-represented confidential employees in the classification of Assistant Alternative Sentencing Officer (class code 15926) and Assistant Alternative Sentencing Officer Supervisor (class code 17550) at the Alternative Sentencing Department to include standby pay and callback pay and to allow for the Chief Alternative Sentencing Officer or designee to schedule and assign said additional pays to the full-time staff in this classification, as needed."